PART C: Submission

1. How would you describe the workplace culture(s) of the Commonwealth parliamentary workplace(s) where you work/have worked? Please outline specific strengths and/or weaknesses in terms of workplace culture(s), based on your experiences, as appropriate.

Poor culture with very poor self care habits. When Parliament is sitting there is a crazy 18 hour plus days. Constant bombarding of noise from the bells and TV screens showing ██████ or hearings. Staff eat irregularly and eat poor quality food. Weight gain and poor health is a result.

Senators and members are not accountable to anyone. A few time I spoke with my Senator employer about their language and behaviour. He listened but I'm not sure it changed his behaviour.

2. Based on your experiences, what are the factors that already do, or could contribute to a safe and respectful environment in Commonwealth parliamentary workplaces?

Very few things contribute to a safe and respectful workplace. Parliament is an adversarial place and so the aggression between MPs and Senators also spreads among staff. Parliament could learn a lot from the College of Surgeons "Operating with Respect" program.

3. Based on your experiences, what are the factors that may contribute to workplace bullying, sexual harassment or sexual assault in Commonwealth parliamentary workplaces?

Huge power imbalance between MPs/Senators and their staff
No confidential forum to raise complaints that has power to investigate
████████████████ is toothless

4. Are you familiar with any Commonwealth parliamentary workplace policies, processes and/or practices in relation to staff and worker safety and wellbeing, workplace bullying, sexual harassment or sexual assault? If so, please outline your understanding of how these policies, processes and/or practices operate.

There are lots of policies - few are implemented.

Plenty of availability of counselling ad psychological help. I would rather we prevented the bad behaviour than patched people up after.

5. During your time working in a Commonwealth parliamentary workplace(s), have/did you receive any education or training in relation to worker safety and wellbeing, and/or how to prevent or respond to workplace bullying, sexual harassment or sexual assault? If yes, please outline your experience of the training and whether it was useful in increasing your knowledge and/or skills in relation to preventing and responding to workplace bullying, sexual harassment or sexual assault.

No

6. Are you aware of how you and/or other people working in Commonwealth parliamentary workplaces can report workplace bullying, sexual harassment or sexual assault (either formally or informally)? If yes, please specify what reporting options exist, and outline your experience with accessing and/or using those reporting options if applicable.

Not really. There were emails with links to the MOPS website but very little time to look at it.

7. Are you aware of any supports available in Commonwealth parliamentary workplaces to people who experience workplace bullying, sexual harassment or sexual assault? If yes, please specify what supports exist, and outline your experience with accessing and/or using those supports if applicable.

I vaguely remember emails about how to contact support services.

8. Based on your experiences, do you have any suggestions or recommendations on how to improve the prevention of and responses to workplace bullying, sexual harassment and sexual assault in Commonwealth parliamentary workplaces?

Make a detailed 1 day program like the "Operating with Respect" compulsory for all MPs, Senators and their chiefs of staff. Must start at the top. Compulsory part of orientation. Then spread it out to all staff employed as electorate office staff. Teach staff how to "speak up".

Develop an app which makes easily accessible information from the training

Develop clear reporting of poor behaviour with investigations that will hold power to account.

Public reporting (deidentified) of number of complaints received each year about MPs and Senators.

Public reporting of staff turnover (as a measure of staff satisfaction)